OFFICER SELECTION AND PROMOTION

LESSON TOPIC 6.8

TERMINAL OBJECTIVE

Upon completion of this unit of instruction, students will perform the duties of a naval officer by understanding the contents contained in the Naval Military Personnel Manual.

Enabling Objectives

- 6.35 Identify the promotion controls and promotion elements
- 6.36 Identify the factors affecting selection
- 6.37 Name the responsibilities of a particular person or group in the appointment process

QUESTION & ANSWER POLICY

Major Teaching Points

- Promotion Purpose
- Promotion Controls
- Promotion Elements
- Miscellaneous

Reference

- Naval Military Personnel Manual (MILPERSMAN)

PROMOTION

- **Purpose: To advance Officers in pay and responsibility**

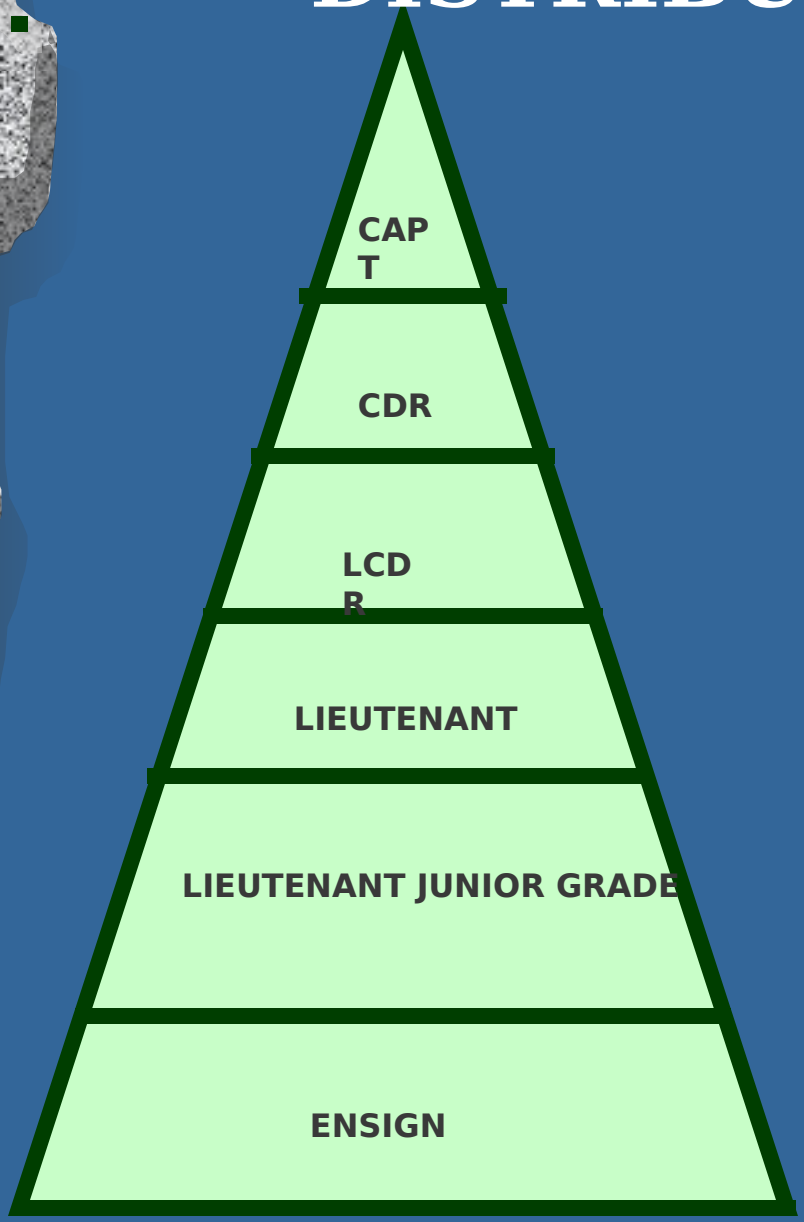
PROMOTION CONTROLS

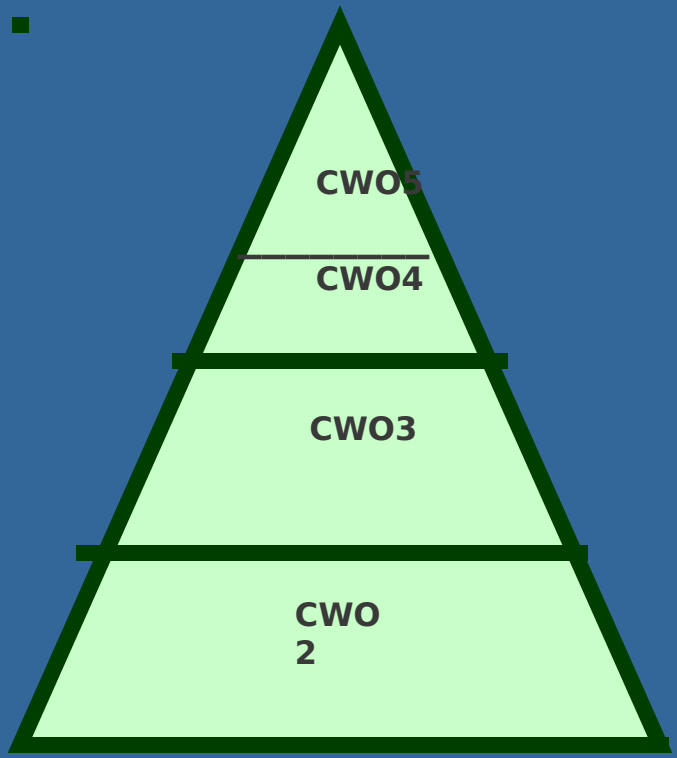
- Distribution
- Flow rate
- Attrition

DISTRIBUTION

- **The rank spread of officers by pay grade**
- **The maximum number of officers that may serve (pay grade 04 and above) is established by law**

DISTRIBUTION

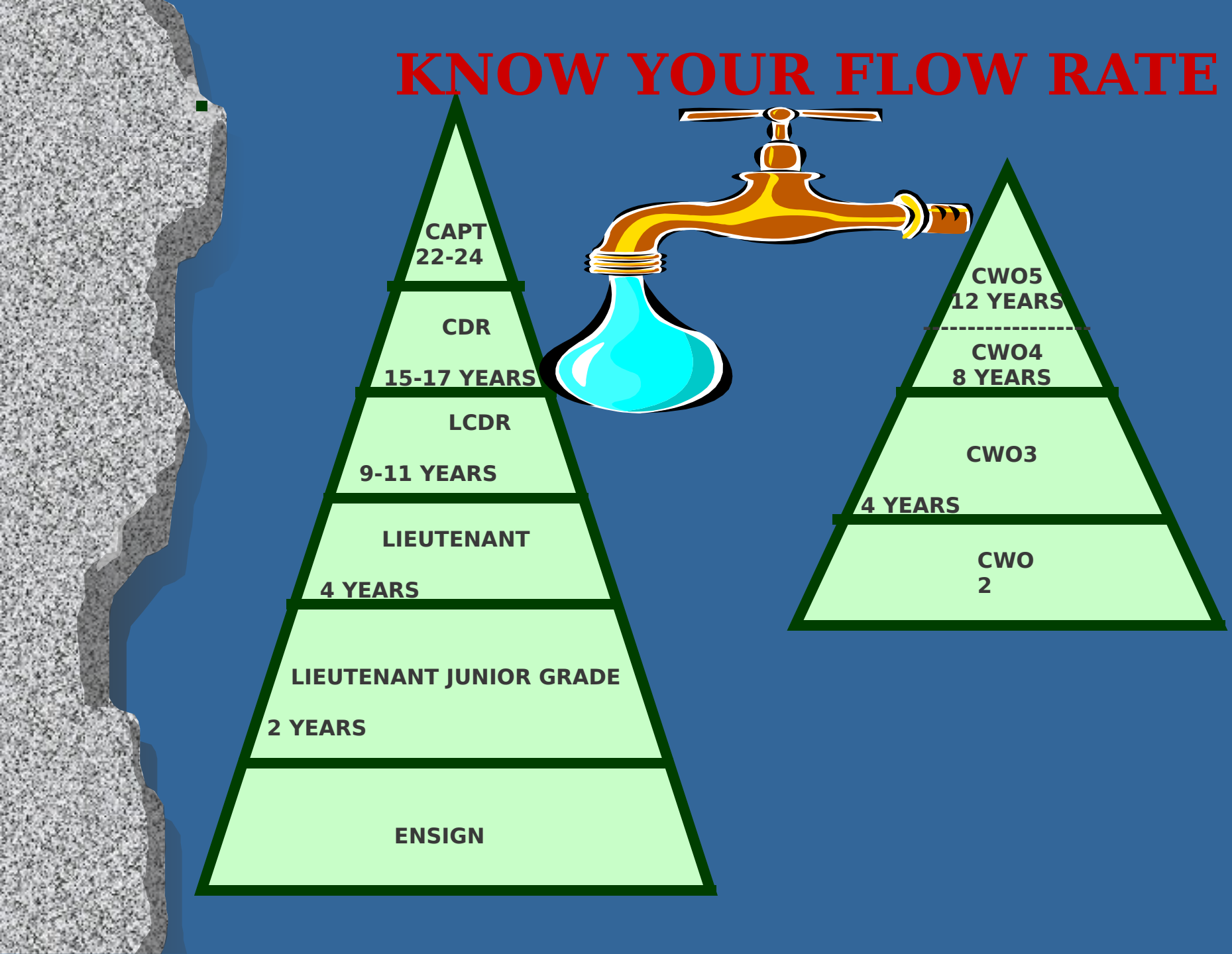




FLOW RATE

- Rate at which promotions take place
- Total Years of commissioned service (TCS)

KNOW YOUR FLOW RATE



ATTRITION

- **Loss of officers from the naval service**

<u>Natural</u>: resignation, retirement, death

<u>Forced</u>: courts-martial, program failure, fail to select (x 2)

- Selected early retirement board (SERB)

PROMOTION ELEMENTS ELIGIBILITY

- **Time in pay grade is the only requirement**
- **SECNAV establishes the actual number of officers to be selected for promotion in each competitive category based on historical data**

ZONE (YEARS)

- **Below zone** : Minimum time in grade requirement. **If not selected does not count as being passed over.**

- **In zone** : Primary area of consideration for promotion. **Expect to be promoted while in zone.**

- **Above zone** : **Last chance** for those officers that have been “passed over.”

SELECTION

- **The process of choosing from all officers considered eligible.**
- **<u>Selection board</u> : Members: Nominated by BUPERS, selected by SECNAV, convened annually.**
- **<u>Board Members</u>: Balanced with a proportional representation from community up for promotion.**

BOARD QUALIFICATIONS

- Must be senior in grade to all being considered
- Broad experience
- Sworn to secrecy and fairness
- Never have failed for promotion

NO TIME REQUIREMENT AS A COMMISSIONED OFFICER

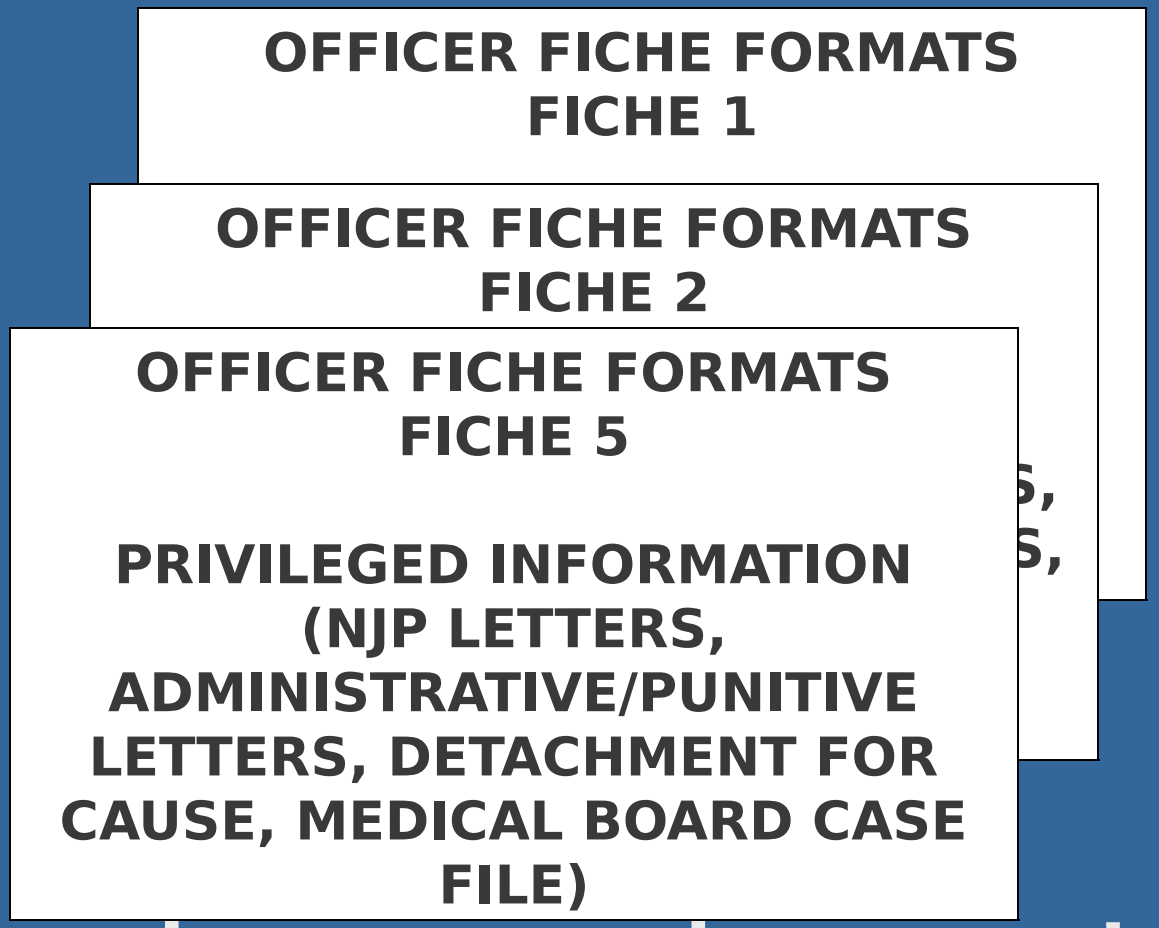
Convening the board

- Promotions boards are convened by SECNAV. SECNAV provides (via ALNAV) the board schedule and promotion zones at least 30 days prior to convening date.

SELECTION PROCESS

- **Standards for selection and promotion:**
  - **Officer must be eligible**
  - **Past performances evaluated**
  - **Future potential is determined**

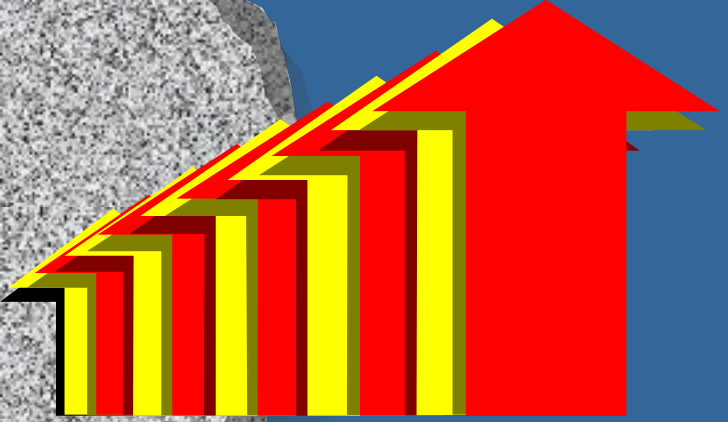
RECORDS



- **Additional correspondence sent to the president of the selection board**

FACTORS

- **TYPES OF DUTIES: Sea versus shore duty, demanding versus easy jobs, location of duties**
- **EDUCATIONAL LEVEL: Military and civilian education. Degrees becoming increasingly more important**
- **FITNESS REPORT: Most important aspect of selection**

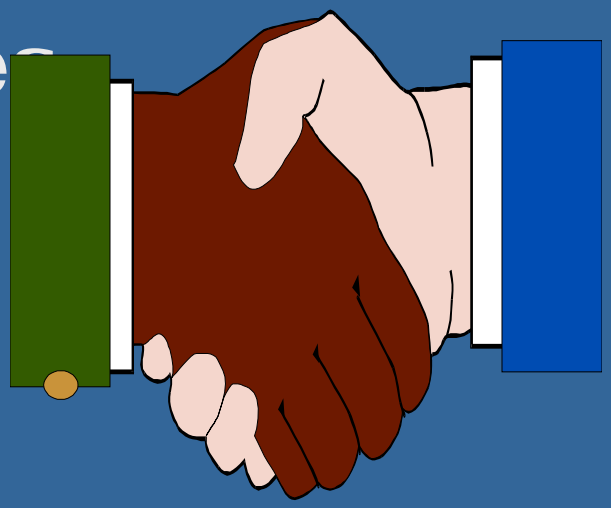


are our boards looking for?

- Sustained superior performance
- Diversity--variety of challenging assignments at sea and ashore
- Advanced training - honing professional skills
- Leadership tours--division officer, department head, Officer in Charge, Executive or Commanding Officer
- Mobility
- Off duty education
- Major staff assignments
- Physically fit
- No conduct problems

APPOINTMENT

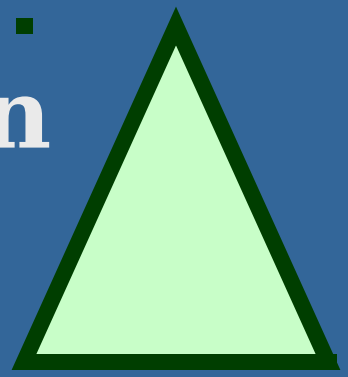
- Selection board recommends
- President approves
- Senate confirms
- Officer accepts / declines



IN SUMMARY

PROMOTION CONTROLS

- Distribution
- Flow rate
- Attrition



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MAKE SURE YOUR RECORDS ARE ACCURATE

OFFICER FICHE FORMATS
FICHE 1

OFFICER FICHE FORMATS
FICHE 2

OFFICER FICHE FORMATS
FICHE 5

PRIVILEGED INFORMATION (NJP LETTERS, ADMINISTRATIVE/PUNITIVE LETTERS, DETACHMENT FOR CAUSE, MEDICAL BOARD CASE FILE)

Understand success factors

- **TYPES OF DUTIES: Sea versus shore duty, demanding versus easy jobs, location of duties**

- **EDUCATIONAL LEVEL: Military and civilian education. Degrees becoming increasingly more important**

- **FITNESS REPORT: MOST IMPORTANT ASPECT OF SELECTION**

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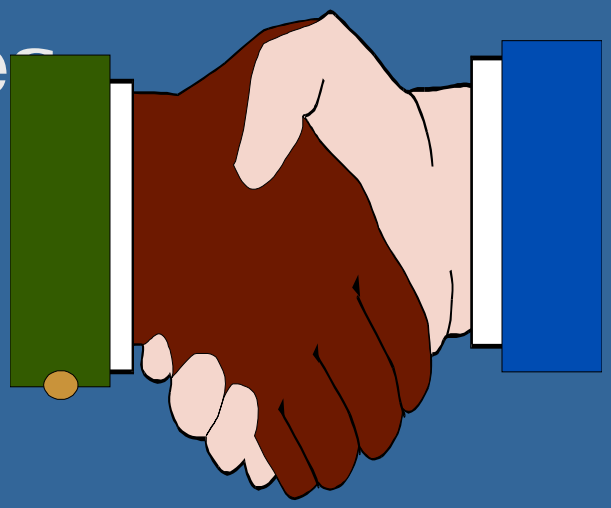

ANY QUESTIONS